



**HUMAN RESOURCES OFFICE
TECHNICIAN / AGR ADMINISTRATIVE INSTRUCTION**

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**NATIONAL SECURITY PERSONNEL SYSTEM (NSPS) UPDATE
Expires 19 April 2007**

1. As the National Security Personnel System's implementation date draws nearer, the Department of Defense continues to release new information about the pay-for-performance personnel system.
2. NSPS is a performance-based human capital system that will eventually incorporate almost 700,000 DoD civilian employees' pay and classification, performance management, hiring, workforce shaping, disciplinary matters, appeals procedures and labor-management relations.
3. DoD will implement NSPS Spiral 1.1 April 30. In the initial Spiral, 11,000 DoD employees will be brought into the System. Under the current timeline, Spiral 1.2 is scheduled to be implemented in October, and Spiral 1.3 is slated to begin January 2007. The California National Guard is scheduled for Spiral 2.1 which is slated to begin October 2007.
4. Only the System's compensation and classification, performance management, staffing and workforce shaping provisions components will be implemented in Spiral 1.1 -- a federal circuit court has barred DoD from implementing the labor-relations components.
5. DoD posted on the NSPS Web site a fact-sheet about Local Market Supplements, which will replace the General Schedule's locality pay. The new fact sheet offers a broad overview of how LMSs compare to locality pay and how they will affect employee's future pay and benefits. The sheet also features a question-and-answer section addressing common inquiries. The fact sheet and other NSPS information may be found at <http://www.cpms.osd.mil/nsps/index.html>
6. Direct questions concerning this TAAI to CMSgt Michael Hunt at DSN 466-3412 or (916) 854-3412; or MSgt April Mosher at DSN 466-3598 or (916) 854-3598.


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